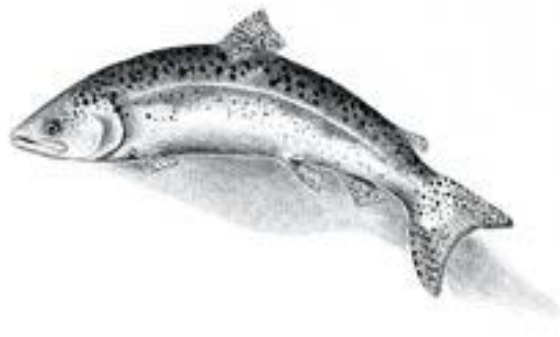




Resource Conservation District of Santa Cruz County (RCDSCC)

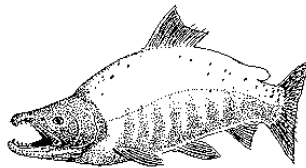
Site Handbook





Watershed Stewards Project Mission

The mission of the Watershed Stewards Project is to conserve, restore, and enhance anadromous watersheds for future generations by linking education with high quality scientific practices.



Sockeye Salmon



Table of Contents

| | |
|--|-----------|
| Introduction..... | 4 |
| Site Description..... | 4 |
| Contact Information:..... | 4 |
| Resource Conservation District of Santa Cruz County..... | 4 |
| Site Supervisor/Mentor/Co-mentors: | 4 |
| Description: | 4 |
| General Calendar of Duties | 6 |
| Description of Site Duties..... | 8 |
| ISPs and Outreach Events..... | 9 |
| Education | 9 |
| Local Ecology | 10 |
| Descriptions of Local Ecology..... | 10 |
| Housing and Local Resources | 11 |
| Housing Contact List..... | 11 |
| Local Resource Contacts..... | 11 |
| Map of Area | 13 |
| Community Demographics..... | 13 |
| Community Services | 13 |
| Resources for Affordable Entertainment Options | 15 |
| Shakespeare Santa Cruz..... | 17 |
| Santa Cruz Film Festival..... | 17 |
| Santa Cruz Pride..... | 17 |
| Open Studios Art Tour | 17 |
| O'Neill Cold Water Classic..... | 17 |
| Wharf to Wharf Race | 17 |
| Woodies on theWharf | 17 |
| Farmer's Markets | 17 |
| Flea Market | 17 |
| Helpful Hints | 18 |
| Food for thought..... | 18 |
| Attachments | 19 |
| Contact Lists | 19 |
| Site Protocols & Information | 20 |



Introduction

Site Description

Contact Information:

Resource Conservation District of Santa Cruz County
820 Bay Avenue, Ste. 128
Capitola, CA
95010
Phone: (831) 464-2950
Fax: (831) 475-3215
www.rcdsantacruz.org

Site Supervisor/Mentor/Co-mentors:

Susan Pearce, Program Director: Site Supervisor

Kelli Camara, Program Director: Mentor

Nik Strong-Cvetich, Program Manager: Co-mentor

Sooni Gillett, Program Specialist: Co-mentor

Angela Gruys, Program Specialist: Co-mentor

John Morley, Program Assistant: Co-mentor

Description:

RCDs are special districts of the state of California, set up under California law to be locally governed agencies with their own locally appointed, independent board of directors. RCDs were formed nationally in the late 1930's and began in California in the early 1940's. The RCD's presence in Santa Cruz County started in the 1940's and expanded to include more areas of the County in the 1970's.

The RCDSCC offers a variety of services tailored to address local natural resource issues while balancing the environmental with the economic needs of our community. The RCDSCC's core business areas involve the restoration and protection of Santa Cruz County watersheds and conservation and stewardship in agriculture. The RCDSCC's Fire program, Integrated Watershed Restoration Program (IWRP) and Partners in Restoration (PIR) program, Rural Roads program, Stormwater program, Native Plant Restoration/Weed Management Area (WMA) program, and Watershed Cruz'n (education) program, work with private landowners, government agencies, municipalities, schools and homeowners to reduce erosion, eradicate invasive plants, restore native habitat, reduce urban stormwater impact, reduce amount of land that is devegetated by fires and provide education to the next generation on watershed function and ecology.

These programs directly reflect the RCDSCC's mission to help people protect, conserve, and restore natural resources through information, education, and technical assistance programs.



In particular, the RCDSCC's IWRP, PIR, WMA, Rural Roads, and Watershed Cruz'n programs coincide with WSP's mission to conserve and protect anadromous watersheds. IWRP/PIR complete projects with the intention to preserve or restore habitat for state and federally listed species such as *Oncorhynchus mykiss* and *Oncorhynchus kisutch* and it is through the WMA program that the RCDSCC eradicates invasive plants and restores native habitat in ecologically sensitive areas of the county. The Rural Roads program works with private landowners, the City, State and Federal partners to improve rural roads thereby reducing erosion and protecting streams and waterways in Santa Cruz County. Finally, the RCDSCC provides education to the next generation of students through the Watershed Cruz'n program, which is a program on local Santa Cruz County watersheds and their importance.

Examples of these projects include culvert replacements, installation of large woody debris in salmonid stream systems, restoration of riparian habitat along sensitive steelhead and coho habitat, installation of structures or planting to reduce erosion into streams, and outreach to local elementary schools.

In addition, the RCDSCC has successfully held numerous workshops to help educate and/or provide technical assistance to the community on various resource issues. The RCDSCC attends several public events and tables to provide information on conservation, the RCDSCC programs, answer community dialogues and the like.

Finally, the RCDSCC has established a volunteer base to help restore areas of the local streams, thereby involving the community in local actions and solutions.

The diverse work that the RCDSCC does provides a great learning environment of local resources issues and the various actions being taken in the County to address such concerns. The RCDSCC works in coordination with various partners, including nonprofits and other local/state/federal agencies, and the members will likely have the opportunity to work with such partners which would further improve their skill set and experience in the importance of collaboration.

Additional benefits of this WSP placement is that it's an excellent learning opportunity for members to see all the components required for implementing fish passage and habitat improvement projects. In winter and spring we begin developing projects for that year, which includes coordination with consultants and agencies, contracting with consultants and contractors, permitting, pre-construction surveys, completing CEQA etc. In summer and early fall we complete construction of such projects and in late fall/early winter we complete post construction activities including follow-up with permitting agencies, closing out contractor and consultant contracts, completing final close-out documents, completing final photo monitoring, etc. Members would be able to assist and/or learn about all the various steps to get restoration work completed.



General Calendar of Duties

*****This is an anticipated schedule; timeframes are subject to change based on unforeseen events or changes***

| Month | Location | Site Duties | Work Load | Typical Work Hours-Based on a full time schedule |
|---------------|----------|--|-----------|--|
| Fall | | | | |
| October | RCDSCC | Orientation of RCDSCC, identify school(s) for Real Science, update volunteer list, website volunteer/education/outreach tasks, project database, restoration of riparian & upslope habitats, monthly check in. | Full Time | 40 hours/wk |
| November | RCDSCC | Winter stream assessments, Real Science, volunteer/education/outreach tasks, restoration of riparian habitats monthly check in. | Full Time | 40 hours/wk |
| Winter | | | | |
| December | RCDSCC | Start identifying individual service project, identify conservation materials/set-up for public events, website volunteer/education/outreach tasks, project database and reports, Real Science, restoration of riparian and upslope habitats, monthly check in. | Full Time | 40 hours/wk |
| January | RCDSCC | Workshop/tour opportunities, assist in project management for fish habitat and passage projects including permitting, conservation planning, etc., website volunteer/education/outreach tasks, project database and reports, restoration of riparian habitats, monthly check in. | Full Time | 40 hours/wk |
| February | RCDSCC | Spring stream assessments, Real Science, project database and reports, monthly check in. | Full Time | 40 hours/wk |
| Spring | | | | |
| March | RCDSCC | Workshop/tour opportunities, assist in project management/development for fish habitat and passage projects including permitting, | Full Time | 40 hours/wk |



| | | | | |
|---------------|--------|---|-----------|-------------|
| | | conservation planning, etc., website volunteer/education/outreach tasks, outreach activities, project database and reports, restoration of riparian habitats, Real Science, monthly check in | | |
| April | RCDSCC | In field trainings (pre-construction species surveys, vegetation assessments, etc.), assist in project management/development for fish habitat and passage projects including permitting, conservation planning, etc., start individual project, project database and reports, restoration of riparian habitats, monthly check in | Full Time | 40 hours/wk |
| May | RCDSCC | Summer stream assessments, restoration of riparian habitats, project database and reports, monthly check in | Full Time | 40 hours/wk |
| Summer | | | | |
| June | RCDSCC | In field trainings (pre/during construction surveys), assist in project management/development for fish habitat and passage projects, project database and reports, individual service project, restoration of riparian habitats project, monthly check in | Full Time | 40 hours/wk |
| July | RCDSCC | Organize volunteer planting days for fish habitat/passage projects, project database and reports, restoration of riparian habitats, monthly check in | Full Time | 40 hours/wk |
| August | RCDSCC | Wrap up site projects, summary of tasks completed and skills obtained, project database, conclude any outstanding tasks | Full Time | 40 hours/wk |



Description of Site Duties

The members will be spending approximately 60% of their time on watershed assessment work, 20% of their time on Real Science education/community outreach, 5% time on volunteer recruitment and 15% of time on member development (i.e. WSP training and site training).

Several RCDSCC projects have been implemented within the Corralitos Creek, San Vicente Creek and Soquel Creek Watersheds which are all critical streams for steelhead and/or coho species recovery. The RCDSCC has and/or has access to watershed plans and assessments available for the San Vicente, Corralitos and Soquel Creek Watersheds and, in coordination with numerous local, state and federal partners, completes a variety of field activities including, but not limited to, anadromous fish species surveys, conservation planning, vegetation assessments and field visits with the USDA Natural Resources Conservation Service. Members would be involved in the monitoring of these projects, past and present. For instance, the stream assessments that members would complete can evaluate the effectiveness of past and current fish passage improvement and habitat enhancement projects along these stream reaches. Additionally, we implement the projects and complete monitoring as required by the grant and/or program but it is essential to continue documenting the status of the sites and to determine if follow-up activities (i.e. revegetation) are necessary. Our long term goal is to create a database where we can organize all project information so we can better identify cumulative impacts of these projects and evaluate cost effectiveness for future projects.

Restoration will be a big part of the duties of a WSP member. Members will be working along riparian corridors and strategic upslope locations all over the County. They will be involved in invasive plant species removal, native planting, maintenance of nurseries, mulching and other similarly related duties. These will be done in conjunction with the RCDSCC's partners.

Watershed education and outreach is part of the RCDSCC's mission. We have a variety of outreach and education efforts in place but have not had the opportunity to update and improve many of our education and outreach systems. We'd like to build on existing watershed education programs in the schools as well as work with new schools in different watersheds. We'd like to improve our community education methods as we used to offer more frequent watershed tours and workshops to the public. The RCDSCC would like to organize watershed materials and displays that we bring to public events in order to more effectively describe our mission and the importance of conservation. We have historically completed direct landowner outreach for backyard restoration and we think it is essential to keep this effort growing as we value the opportunity to work with landowners in a non-regulatory setting to improve our natural resources. In summary, we'd like to build upon and improve existing educational and outreach opportunities, while working to create new needed programs.

Additionally establishing a reliable volunteer base is critical given the current economy. The RCDSCC has established an organized volunteer process for the people in the local community which has proven to be a valuable method of maintenance for those projects that no longer have funding. Each month the RCDSCC, in partnership with a consultant, hosts a restoration work day entitled "Volunteers to Save Soquel Creek". This work day is mostly run by the Watershed Steward Project members with the support of the RCDSCC and aforementioned consultant. Future WSP members will be given an opportunity to learn about the running and maintenance of a volunteer base for restoration and will be encouraged to explore other avenues of involving the local community in the work of RCDSCC.

Additionally, the RCDSCC is always working to increase staff's technical knowledge by attending local trainings and workshops. This training opportunity could be available to members as applicable to WSP goals.

RCDSCC staff working with members will include Project Director Susan Pearce, Program Director Kelli Camara, Program Specialists Sooni Gillett, Nik Strong-Cvetich and Angie Stuart (please refer to attached resumes and qualifications). The aforementioned staff work on a range of RCDSCC Programs which brings a broad spectrum of skill sets and experience to mentoring.



The two members would be based in the RCDSCC office in Capitola but would work in schools and watersheds throughout the County. Additionally, the members would have the opportunity to work directly with RCDSCC partners, such as local nonprofits and agencies.

ISPs and Outreach Events

ISP Information

There are multiple options for ISP projects and the RCDSCC is excited to work with WSP members to choose a project that sparks their interests. One project could be to recruit and build a volunteer base for invasive weed removal as part of the Weed Management Area (WMA) program. The WSP member could also assist with recruiting volunteers for Volunteers to Save Soquel Creek restoration work days which are part of our ongoing Soquel Creek Habitat Restoration projects. Another option is to assist with current project implementation.

Some other program areas of interest include the aforementioned IWRP/PIR programs, WMA Program and the Rural Roads Program.

Outreach Information

The RCDSCC has many outreach opportunities which include tabling at environmentally-themed events such as Earth Day. Other outreach activities include facilitating field trips by Santa Cruz County schools to the San Lorenzo River and Loch Lomond and in Pacific Elementary in Davenport.

Education

Education Notes

Educational opportunities at this WSP site abound and there is plenty of encouragement to do classroom science and public outreach.

You will be working with our educational consultant, Julia Davenport, to help deliver a number of watershed related programs to the public schools in the County. We also have a number of schools we work with directly in the classroom, namely Soquel Elementary, Main Street Elementary, Bay View Elementary and Pacific Elementary. She will work with you on classroom placement, and development of the watershed learning toolkit.

There are also other education opportunities with our partners in Watsonville to help deliver programs at their sites. You will be encouraged to participate in these activities and they will assist you in delivering the programs.



Site / Region Specific Education Resources

The RCDSCC has a variety of publications available in the office for members. For the educational component, the RCDSCC can provide a copy of the **Watershed Cruzin': an Activity Guide to Santa Cruz Watersheds** for the applicable grade(s) and the **Salmon and Trout Education Program (STEP) program** guide. These guides were developed to expand a curriculum in the classroom for watershed and salmonid education specific to certain grade levels. Included in the Watershed Cruzin' 300-page activity binder is a CD-ROM with information-rich data files and historical photographs.

Additionally, we have contracted with a consultant as Program Manager to facilitate the Watershed Cruzin' Program and the members will have the ability to coordinate directly with the Program Manager regarding watershed education.

Local Ecology

Descriptions of Local Ecology

The weather on this part of the Central Coast varies, especially with the coastal influence. The summers are typically foggy in the morning and evenings with warm weather in the afternoons. September and October often have the warmest weather (but still be prepared for fog!) Winters are typically cold and/or rainy, and spring is cold and sunny. The mountain areas typically have the most extreme weather in that they are warmer in the summers and get the most rainfall in the winters.

Santa Cruz County is home to coastal redwoods, marine habitat, slough systems, sand hills habitat, rangelands, riparian areas, urban areas, agricultural lands and much more. The RCDSCC works in a variety of these systems to reduce erosion, improve water quality and improve habitat conditions for a variety of species, several of which are special status species. Many of the special status species we design our projects around are coho salmon, steelhead, California red legged frog, Santa Cruz long toed salamander, California tiger salamander, western pond turtle, Mount Hermon june beetle, and tidewater goby. We encourage members to research and/or ask questions about particular habitat types or species of interest.

As it relates specifically to the mission of WSP, there are several streams in Santa Cruz County supporting anadromous fish. Coho salmon (*Oncorhynchus kisutch*) and steelhead trout (*Oncorhynchus mykiss*), listed as a threatened species the under the Federal Endangered Species Act (ESA), are known to be present in the San Vicente Creek, Soquel Creek, and San Lorenzo River watersheds from historical accounts and current data (Coast Dairies Long Term Resource Protection and Access Plan, 2003 and Soquel Creek Watershed Assessment and Enhancement Plan, 2003). In 2008, surveys conducted by NMFS' Southwest Fisheries Science Center confirmed presence of this population with 186 confirmed observations of Central California Coast (CCC) juvenile coho in San Vicente Creek, and 170 observed in the Soquel Creek watershed. Despite their presence in these watersheds, steelhead trout and coho salmon populations have been plummeting over the past seventeen years, due to a number of factors including migration barriers, lack of woody material, and the loss of native riparian vegetation (Coast Dairies Long Term Resource Protection and Access Plan, 2003 and Soquel Creek Watershed Assessment and Enhancement Plan, 2003). Many of our projects in these watersheds are geared towards improving aforementioned conditions.



Housing and Local Resources

Housing Contact List

Housing in Santa Cruz can be very expensive and hard to find due to the large student population and desirable location. There are also many neighborhoods throughout the County, each with its own unique community. Please feel free to talk to any of the RCDSCC mentors or staff about the locations you are considering for housing to get an idea about that neighborhood's characteristics.

Also consider your proximity to the RCDSCC office and your form of transportation. Traffic can be heavy during the morning and evening commutes. The closest bus stop (2 minute walk) is at Bay Avenue and Capitola Road and is served by bus route 55, and the site is also an easy 15 minute walk from the Capitola Mall bus stop served by many routes.

| | |
|--|--|
| Online Newspaper Classified Housing Ads | Santa Cruz County Sentinel www.santacruzsentinel.com Watsonville Register-Pajaronian www.register-pajaronian.com San Jose Mercury News www.mercurynews.com Good Times www.gtweekly.com |
|--|--|

| | |
|-------------------------------|---|
| Other online resources | Craig's List www.craigslist.org Cabrillo College Housing Board www.cabrillo.edu/services/housing PadMapper www.padmapper.com |
|-------------------------------|---|

Local Resource Contacts

The contacts listed are only a few of our many partnering organizations which change depending on the project. Additional contact information will be provided as needed.

| | |
|--|---|
| Resource Conservation District of Santa Cruz County | 820 Bay Ave. Ste 128 Capitola, CA 95010 (831) 464-2950 www.rcdsantacruz.org |
| Natural Resources Conservation District | Rich Casale, District Conservationist 820 Bay Ave. Ste 128 Capitola, CA 95010 (831) 475-1967 Richard.casale@ca.usda.gov |
| County of Santa Cruz | Kristen Kittleson, Fisheries Biologist 701 Ocean St. Santa Cruz, CA 95060 (831) 454-3154 Kristen.kittleson@co.santa-cruz.ca.us www.co.santa-cruz.ca.us |
| Alnus Ecological | Jim Robins, Principal |

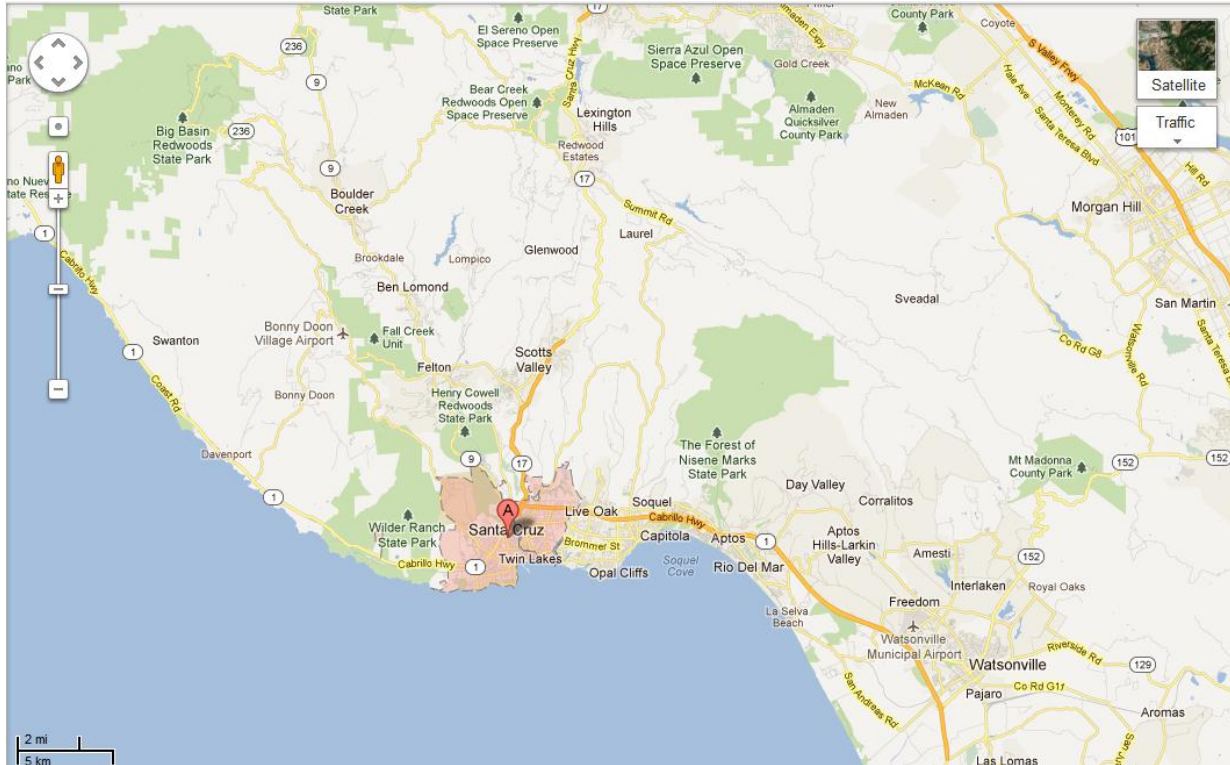


3725 Canon Ave.
Oakland, CA 94602
(510) 332-9895
jrobins@alnus-eco.com
www.alnus-eco.com



Community Information

Map of Area



Community Demographics

| | |
|---|------------------------|
| Santa Cruz County Population, 2010 | 262,382 |
| Santa Cruz County Households, 2006-2010 | 93,802 |
| Population Density, 2000 | 1,68.2/km ² |
| Male to Female Ratio 2010 | 49.9 versus 50.1 % |
| Age Distribution | 15-19 years old: 8.6% |
| | 20-24 years old: 9.6% |
| | 25-34 years old: 12.3% |
| | >65 years old: 11.1% |
| Mean Household Income 2010 | \$ 88,305.00 |
| Median Household Income 2010 | \$ 65,253.00 |

Community Services

| | |
|------------------------------|--|
| Groceries | There are various grocery stores and local community markets in the area. Close to the office is a Nob Hill grocery store and Capitola Produce Market, and on 41 st Avenue there is Whole Foods, New Leaf Market, Trader Joes and Staff of Life, a famous grocery store on Soquel Ave. Safeways are located on Mission St. and Soquel Ave. in Santa Cruz. There is another Trader Joes in Santa Cruz on Front St. |
| Coffee shops and Restaurants | There are many dining options nearby the office in Capitola. A favorite of the staff is Gayle's just down the street – they offer baked goods, coffee and diner style food. Also close is the Sushi Garden (right across the courtyard!) They have a huge array |



of sushi rolls and Japanese food. For sustainable sushi, head to downtown Capitola to Geisha Sushi.

Away from the office a popular (and CHEAP) breakfast place is Paula's on Portola - \$2.99 for a basic breakfast. Also excellent other options for breakfast are Zachary's, Walnut Café and Café Brazil.

Dinner downtown, try the Palomar for cheap but good tacos and burritos, Tacos Morenos is great deal on Soquel Ave. Pink Godzilla Sushi is found on 41st, Pizza My Heart can be found in Capitola Village, 41st Ave. and downtown. For vegetarians, try Dharma's, the Malabar and Charlie Hong Kongs.

Health Services Dominican Hospital
1555 Soquel Drive
Santa Cruz, CA 95065-1794
(831) 464-7700

Palo Alto Medical Foundation
2850 Commercial Crossing
Santa Cruz, CA 95065-1702
(831) 460 7350

Transportation State routes 1 and 17 are the main roads in and out of Santa Cruz/Capitola. Geographically constrained between the Santa Cruz Mountains and the Monterey Bay, the narrow transportation corridor served by SR 1 suffers mild congestion. The ramp from SR 1 northbound to SR 17 southbound, onto Ocean Street, is commonly known as the "fish hook" due to its tightening curve. A project to widen the highway and this interchange was begun in 2006 and completed in the fall of 2008.

The Santa Cruz Metropolitan Transit District provides bus service throughout Santa Cruz County. Metro also operates a bus service between Santa Cruz (city) and San Jose by way of a partnership with the Santa Clara Valley Transportation Authority and Amtrak California. Connections are possible in San Jose. A complete transit itinerary between Santa Cruz and the San Francisco Bay Area cities and major airports are available from iridethebus.org. Greyhound bus service is another option for visiting Santa Cruz.

The nearest airports for commercial travel are San Jose International Airport, Monterey Peninsula Airport, San Francisco International Airport and Oakland International Airport.

Santa Cruz and Capitola have an extensive network of bike lanes and bike paths. Most major roads have bike lanes, and wide, luxurious bike lanes were recently installed on Beach Street, near the Santa Cruz Beach Boardwalk. Additionally, there are levee bike paths along the San Lorenzo River. A Rail Trail – a bicycle and pedestrian path beside existing coastal train track is under consideration.

The Santa Cruz Big Trees and Pacific Railway operates diesel-electric tourist trains between Santa Cruz Beach Boardwalk and Roaring Camp in Felton, through Henry Cowell Redwoods State Park, with its famous Redwood Grove walking trail.

Recreation Santa Cruz is well-known for watersports such as sailing, diving, swimming, paddling, and is regarded as one of the best spots in the world for surfing. Santa Cruz also houses Derby skate park and the Santa Cruz Beach Boardwalk is one of California's oldest amusement parks and a designated State Historic Landmark.



Santa Cruz county is also home to several state parks, namely the Forest of Nisene Marks, Wilder Ranch and Henry Cowell Redwoods and Natural Bridges. These are excellent places for hiking, mountain biking, camping and exploring the tide pools.

Other outdoor sports that can be done in this area include, disk golf, running, horseback riding etc.

Entertainment and Community Events

Resources for Affordable Entertainment Options

The community does an excellent job organizing special gatherings, great music, superb theatrical productions and other fun events. There are several opportunities for entertainment and community events including music and performing arts. Santa Cruz is also in close proximity to San Francisco, Monterey, Carmel and other nearby locations that also offer entertainment and community activities. Provided below are *some* online resources for activities in, or near, Santa Cruz, but feel free to research activities you are particularly interested in.

Various Event Calendars <http://events.santacruzsentinel.com/>
<http://www.goodtimesantacruz.com/santa-cruz-area-events.html>
<http://www.metrosantacruz.com/>
<http://www.visitsantacruzcounty.com/>
<http://www.santacruzca.org/events/index.php>

Movie Theaters

Del Mar Theatre
www.thenick.com - (831) 469-3224

Regal Santa Cruz 9
www.regmovies.com - (831) 457-3505

Green Valley Cinemas 6
www.greenvalleycinema.com - (831) 761-8200

CineLux 41st Avenue Cinema
www.cineluxtheatres.com - (831) 479-3504

Regal Riverfront Stadium 2
maps.google.com - (831) 429-7250

Nickelodeon Theatre
www.thenick.com - (831) 426-7500

CineLux Scotts Valley Cinema
www.cineluxtheatres.com - (831) 438-3260

Music Venues

Moe's Alley
<http://www.moesalley.com/>

Catalyst
<http://www.catalystclub.com/>

The Rio
<http://www.riotheatre.com/event.html>

Kuumbwa Jazz Center



Educational Spots

UCSC Seymour Marine Discovery Center at Long Marine Laboratory
<http://seymourcenter.ucsc.edu/>

UCSC Arboretum
<http://arboretum.ucsc.edu/>

Elkhorn Slough Foundation
<http://www.elkhornslough.org/>

Monterey Bay Aquarium
<http://www.montereybayaquarium.org/>

Museums:

Santa Cruz Surfing Museum
<http://www.santacruzsurfingmuseum.org/>

Santa Cruz Museum of Natural History
<http://www.santacruz museums.org/>

Agricultural History Project
<http://www.aghistoryproject.org/>

Capitola Historical Museum
<http://www.capitolamuseum.org/>

The Museum of Art and History
<http://www.santacruzmah.org/>

Farmer's Market

<http://www.santacruzfarmersmarket.org/>

Other Popular Destinations

Santa Cruz Beach Board Walk
<http://www.beachboardwalk.com/>

The Mystery Spot
<http://www.mysteryspot.com/>

Santa Cruz Wharf
<http://www.cityofsantacruz.com/index.aspx?page=648>

East Cliff Drive

West Cliff Drive

Pleasure Point Beach

State Parks

- The Forest of Nisene Marks
- Wilder Ranch
- Henry Cowell
- Natural Bridges
- Seacliff
- New Brighton



Recurring Event List

| | |
|----------------------------|---|
| Shakespeare Santa Cruz | An annual summer festival at UC Santa Cruz, the event typically performs two plays and one other play every summer, many of which are performed in a unique outdoor space among the redwoods. |
| Santa Cruz Film Festival | An annual event for independent filmmakers to share their work with film enthusiasts. |
| Santa Cruz Pride | The Annual parade is a celebration of sexual preference and diversity in Santa Cruz, held on the Pacific Ave. Mall. |
| Open Studios Art Tour | The art fair has been run for more than three decades and draws artists and patrons from around the area. |
| O'Neill Cold Water Classic | An annual surfing event that draws crowds at the popular Steamer Lane. |
| Wharf to Wharf Race | An annual race which has been held for more than three decades. |
| Woodies on the Wharf | An annual woodies show that takes place on the Santa Cruz Wharf |
| Farmer's Markets | Several year-round outdoor markets showcasing the agricultural diversity of the Central Coast region with emphasis on sustainable agriculture and organic food. Regional specialties include strawberry, apple , artichoke, artisan goat cheeses and brassica. The main market is held downtown on Wednesdays however there is a market nearby on Saturday. |
| Flea Market | A flea market is held every Friday, Saturday and Sunday on Soquel Drive and features everything you could possibly think of for sale. A great place to go for those who love eclectic items. |



Helpful Hints

Food for thought

1. Do a little research on the area's history and ecology.
2. Don't be afraid to ask questions!
3. Save all of your work on the network drive so that everyone has access to it.
4. We always love to hear ideas for projects, so be creative.
5. The RCDSCC works with many private landowners and confidentiality is key to those relationships, so please be careful what information you share outside of the office.
6. The landowners we work with come from many places and many backgrounds. Remember environmental work is not everyone's first priority so be respectful of different opinions and levels of knowledge from landowners and partners. Many people we work with have been working the land longer than a lot of us have been alive!



Attachments

Contact Lists

RCD DIRECTORS

KINDA, Margaret (Director)
margaretkinda@sbcglobal.net

LIEBENBERG, Howard (Director)
234-7032 (C)

MANFRE, Mike (Vice President)
mikem@capurrofarms.com

MCKENNA, Jim (President)
jmckenna@calcentral.com

MOELLER, David (Director)
agcomm@aol.com

RICKER, John (Director)
john.ricker@co.santa-cruz.ca.us

SMITH, Roberta (Director)
seapo174@sbcglobal.net

RCD ASSOCIATE DIRECTORS
BAILEY, Sheryl (Director)
red030@co.santa-cruz.ca.us

BUTLER, Steve (Associate Director)
335-0249 (W/F)

HASTINGS, Ward (Associate Director)
hlcs@cruzio.com

TOBISCH, Kathryn (Associate Director)
kathryn.tobisch@gmail.com

VASSIL, Vasiliki (Associate Director)
vasiliki.v@gmail.com

USDA NRCS STAFF

CASALE, Richard (District Conservationist)
475-1967 (W) / richard.casale@ca.usda.gov

RCD STAFF

BRISSON, Lynn (Accountant)
lynnbrisson@hotmail.com

CAMARA, Kelli (Program Director)
840-5184 (C) / kcamara@rcdsantacruz.org

CHAPMAN, Tangi (Exec Assistant/Benefit Coordinator)
Ext. 25 / tchapman@rcdsantacruz.org
RCDSCC Handbook

CHRISTENSEN, Karen (Executive Director)
Ext 17/ kchristensen@rcdsantacruz.org

CORKREAN, Sharon (Director of Finance)
Ext 16/ scorkrean@rcdsantacruz.org

FIEBERLING, Karl (Grant Administrator)
Ext 13 / 295-0337 (C) /
kfieberling@rcdsantacruz.org

FRUEH, Bryan (Program Specialist)
Ext 12/ bfrueh@rcdsantacruz.org

GAIN, Ingrid (IT Support/Webmaster)
imgain@gmail.com

GILLET, Soonie (Program Specialist)
Ext 19/ sgillet@rcdsantacruz.org

HARATANI, Lea (Communication Specialist)
Ext 10 / lharatani@rcdsantacruz.org

PEARCE, Susan (Program Director)
Ext 18 spearce@rcdsantacruz.org

RETTINGER, Arianne (Contract Employee)
594-8109 (C) / a.retinger@rcdsantacruz.org

STRONG-CVETICH, Nik (Program Specialist)
Ext. 11 / nik@rcdsantacruz.org

STUART, Angie (Communication Specialist)
Ext 22 / astuart@rcdsantacruz.org



Site Protocols & Information

REPORTING STRUCTURE

Administrative supervision of RCD staff will be the responsibility of the Executive Director and the Director of Finance (except as noted in individual Position Descriptions). Technical review will be provided by the USDA Natural Resources Conservation Service District Conservationist.

WORK HOURS

All employees will have a set schedule of hours, to be posted weekly in the office, established by the Executive Director and the Director of Finance. Hours accrued beyond the total allowed will not be paid. Flex-time can occur, but must be pre-approved by the Executive Director or Director of Finance and must be used within the same pay period as accrued. NO exceptions.

MILEAGE REIMBURSEMENT

Employees will be reimbursed for official business miles driven in a personal vehicle at a rate established by the County Auditor-Controller and adopted by the Resource Conservation District Board of Directors. Reimbursement forms must be submitted to the Director of Finance on a monthly basis and no later than the 2nd day of the following month.

GRIEVANCES

It is be the policy of the RCD that employees be treated fairly and equitably in all respects. Those employees who believe they have not been treated in this manner should have the right to present their grievances to the appropriate officials for consideration.

Employees have the right to present their grievances on their own behalf or through representatives of their choice. The following system has been developed which will permit employees to present formal and informal complaints. The organizational structure should be followed to express grievances. The filing of grievances should not be considered as reflecting unfavorably on an employee's performance or loyalty. The following procedure has been established for processing formal and informal grievances.

1. Whenever possible, grievances should be resolved informally. Every effort should be made by the employee and supervisor to come to an agreeable resolution of the grievance within a reasonable period of time (two weeks). Complaints for which the supervisor does not have the authority to resolve should be referred to the District Board of Directors immediately.
2. Unsuccessful attempts at an informal resolution of a complaint may be followed by a formal grievance. In the event of a formal grievance the employee shall prepare a written statement which details the grievance, describe the remedial action being sought, and provide all information available in support of the complaint.
3. Upon receipt of a written grievance, the supervisor should make all reasonable efforts to resolve the complaint. If the grievance is not resolved, it shall be forwarded to the Chair of the District Board of Directors within seven days of the District receiving it, along with a statement of the efforts made to resolve the problem.
4. The Board of Directors shall make its decision on the grievance within 15 working days of receiving it or, if not possible, at the next schedule Board Meeting.

STANDARDS OF CONDUCT AND ETHICAL BEHAVIOR

A District program cannot be effective unless it is carried out by a District staff that, in addition to being technically competent, demonstrates professional integrity in its conduct. All District employees have a responsibility to perform their assigned or contracted duties, to support their supervisors or contract management staff, and Board of Directors, and to uphold the public trust in Resource Conservation Districts.



All employees should be expected to maintain high standards of ethics and personal conduct. The following minimum requirements should be considered.

1. **Attendance.** Employees are expected to report for work and leave work at the time designated by the District. Planned time off is to be arranged with the employee's supervisor in advance. Unexpected lost time is to be reported promptly to the supervisor prior to the beginning of the employee's work period.
2. **Diligence.** Employees are expected to perform assigned duties during the entire schedule for which compensation is being received, except for a reasonable time provided to take care of personal needs.
3. **Performance.** Employees are expected to meet established performance standards. Any conditions or circumstances in the work environment that prevent an employee from performing effectively are to be reported to the supervisor or contract management staff.
4. **Outside Employment.** Employees should not engage in any outside employment or other activities that interfere in any way with the full performance of duties and responsibilities of their position.
5. **Financial Interest.** Employees should not have a direct or indirect financial interest that conflicts substantially, or appears to conflict substantially, with the duties and responsibilities of a District employee or performance of contracted work or engage in a financial transaction that results from information obtained through employment or contract.
6. **Official Information.** Employees should not use or allow the use of official information gained through employment or contracted work, which has not been made available to the public, for furthering private interests.
7. **Sexual Harassment.** Employees should expect and provide a workplace free from sexual harassment. Sexual harassment may include a wide range of behaviors. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.
8. **Criminal and Unbecoming Conduct.** Employees should not engage in criminal, infamous, dishonest, immoral, notoriously disgraceful conduct, or other conduct prejudicial or deleterious or defamatory to the District, its staff, or Directors.
9. **Discrimination.** Employees will not discriminate against any person or group based on race, color, religion, age, sex, national origin, political affiliation, ancestry, disability, marital status, or sexual orientation.
10. **Property Usage.** Employees should not use or allow the use of District, State, or Federal property of any kind for other than officially approved activities.
11. **Employee Debts.** Employees should not fail to pay just debts, since creditors frequently involve employers in attempts to make restitution.
12. **Acts of Violence.** Employees should not engage in acts of violence or cause danger to property or injury to persons.
13. **Drug-Free Workplace.** Use of alcohol, narcotics, or other drugs in the workplace should be strictly forbidden. Prescription medication as prescribed is exempt.
14. **Employees shall not use their position or association with the District to advocate positions or personal agendas.** Employees shall state clearly whether or not their opinions represent the District if it could be inferred that they could be opinions of the District. Employee activities and advocacy, which result in well-known public positions, shall not conflict with the positions and goals of the District.